



Learning and Development

March 2023



DIOCESE OF
Bath & Wells

Living the story. Telling the story.

We are pleased to see the range of opportunities available to clergy, Readers and lay church leaders publicised within this programme. As you look through the programme, please identify those that will help you develop not only your ministry but the ministry of others. Some of the events provide an ideal opportunity to invite members of your team, church wardens or PCC members to grow together in ministry. Clergy in full time ministry are expected to attend five CMD days per year. You may wish to consider external training opportunities - the Training Team will be pleased to hear from you to discuss those needs and to signpost you to grants that may be available to assist you. Please see the information towards the back of this booklet.

Please ensure you have made a note of the Clergy Day on Monday 12 June. As your Bishops, we value this opportunity to meet with you and to share in fellowship and hospitality. We are delighted that The Reverend John Lees, National Officer for Self-Supporting Ordained Ministry and author of “Self-Supporting Ministry: A Practical Guide” will be with us on the day. He will offer some thoughtful insight into the exciting and increasingly key part that OSSMs play within today’s church and we hope to reflect together on their contribution within Shared Local Ministry models. We hope all licensed clergy will be able to attend. Full details are found in this booklet on page 8.

Thank you for all you bring to ministry.



Bishop Michael



Bishop Ruth

Once again, I am very pleased that we have worked across the support services to offer a range of events and opportunities. I am extremely grateful to a wonderful administration team who ensure that the arrangements for these events are carried out efficiently and accurately. However, to assist with planning, please consider booking on to events as soon as possible. We totally understand that the demands of ministry often mean arrangements change but do let us know if you can no longer attend an event, to allow the space to be released for someone else. A few events are offered online in an attempt to reduce our carbon footprint by cutting down travel and to save on travel costs, however most prefer to meet in person. Whilst Wells remains a central location, we do consider other venues. In addition to the events detailed in the main programme, please have a look at other opportunities for external study. Also on offer are a series of events run by CMS as we continue to explore pioneering communities. Clergy are also encouraged to consider joining a Reflective Practice Group. These groups are a great source of support as we continue to face the opportunities and challenges of ministry in a complex and evolving era. Please remember that the whole of central services are here to support you in your ministry, all we need you to do is to get in touch and whoever you speak to will find out where you can go to gain the information or support you need.

Reverend Prebendary Ronnie Crossman
Ministry Training Team Leader

Please note...

We have tried to make all details as clear as possible, times (where known at time of publication) and venues are stated on each listing. Some events are targeted at a particular audience, so please take note and only register for events that are suitable to your role.

Joining instructions will be forwarded to you one week prior to each event - so do look out for those emails.

Tea and coffee will be provided for all events at Flourish House and you will be expected to make your own arrangements for lunch unless

otherwise stated. Parking is available at Flourish House and the surrounding area, however the car park is locked at 5.15pm, so vehicles should be removed before then.

Additional opportunities are listed at the back of this programme, and all Events and Training can be found on our website

www.bathandwells.org.uk/calendar

What's on

Managing change

Monday 17 April 10am- 3.30pm Flourish House and Zoom

Led by members of the Ministry Training Team.

This day is part of a two part opportunity for those who are stepping into increased responsibility to develop leadership skills. Part two is on Monday 19 June: Embracing Oversight. Each day stands alone – but you are encouraged to attend both sessions.

On 17 April, the morning session will explore change management theory and the tools available to us. The afternoon session will use real case studies from our own experience as we apply these tools to consider how we first discern and then manage change in our own context whilst valuing the vision we inherit.

The day is geared towards those who have been asked to embrace further responsibility as a result of pastoral reorganisation, and those who have stepped into their first post of responsibility, although other church leaders are welcome to attend – lay and ordained.

Please register via the [Learning and Development Programme booking form](#).

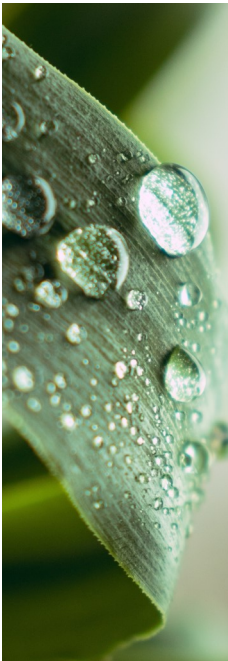
Insurance matters

Thursday 27 April 9.30am - 1pm via Zoom

Join Kay Short of Ecclesiastical Insurance for this session on church insurance, and health and safety, aimed at clergy - particularly curates and those in their first post of responsibility. Topics covered will be:

- What a parish insurance policy covers
- What needs to be notified to Insurers
- How health and safety law applies to churches
- Resources available to help parishes comply with their obligations.

Please register via the [Learning and Development Programme booking form.](#)



Nature connectedness

Thursday 4 May 10am - 4pm Flourish House

“What is it and how to make it part of our churches commitment to Creation Care.”

The first of two sessions from Sara Emmett, Climate Justice and Environment Adviser, covering:

- The principles of Nature Connectedness with practical session to experience the steps yourself!
- Resources and ideas for application in your setting
- A brief introduction to Wilder Churches
- Planning and brainstorming next steps.

Please register via the [Learning and Development Programme booking form.](#)

National Anglican Fresh Expressions and Pioneering Network Conference

Saturday 20 May 10am - 4pm Taunton Minster TA1 1SA

A day for anyone involved in pioneering, fresh expressions or any new ecclesial community that's emerging out of contextual mission across the Church of England; or those that are interested in finding out how. People of all denominations are welcome, whether you are just curious, starting out or have years of experience. You are invited to learn from other people's stories, share your own and take part in shaping our shared stories of fresh expressions and pioneering across the country. Bishop Mike Harrison (Bishop's Advocate for Pioneering and Fresh Expressions) will help us think about the distinctiveness of fresh expressions. Our keynote speaker is Brian McLaren; author, speaker, activist, and public theologian; who will talk to us from Florida.

The cost of the day is £15 per person, including lunch. [Please register here for this event.](#)



2023 Clergy Day

Monday 12 June 9.30am - 4pm Canalside Conference Centre,
Bridgwater TA6 6LQ

For all clergy currently licenced to an incumbent or incumbency equivalent role to gather and meet with their Bishops for a day of fellowship, worship, hospitality and theological input. We shall be exploring how we look for the signs of the kingdom in our current age. We shall gather at the Canalside in Bridgwater, giving us space and time to listen, to discuss and to reflect.

To register for this event, [please complete the online Clergy Day registration form here](#). Registration closes at midnight on 31 May.

Embracing oversight

Monday 19 June 10am - 3.30pm Flourish House and Zoom

Led by members of the Ministry Training Team

This day is geared towards those who have been asked to embrace further responsibility as a result of pastoral reorganisation and those who have stepped into their first post of responsibility, although other church leaders are welcome to attend – lay and ordained. It is the second part of a short leadership course, Part One is on Monday 17 April. You do not need to attend both sessions, but you are encouraged to consider doing so.

The morning session will consider the gifts and skills of effective oversight ministry. From managing teams, to effective delegation to

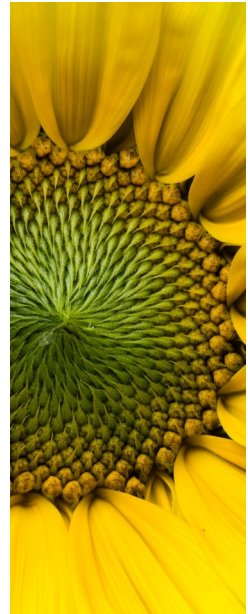
avoiding burn out and how we budget the time available to us and our team. The afternoon session will use real situations from our own context as we discuss the steps we may take to become effective oversight ministers.

Please register via the [Learning and Development Programme booking form.](#)

Social Justice

Tuesday 20 June 10am-3.30pm Flourish House

We are delighted to welcome speakers from both the Trussell Trust and Christians Against Poverty to this day in June. We shall consider the part we play as leaders of local churches as we seek to use our resources, not only support those who need direct help and support but also how we lobby our local and national leaders to address the issues that lead to many living in poverty in 2023. Please note that this is a joint IME Phase 2 and Learning and Development training day, and is open to all. Please register via the [Learning and Development Programme booking form.](#)

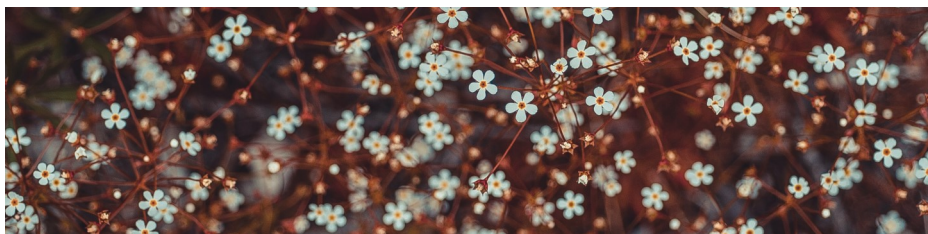


Behavioural addictions and support for those struggling

Thursday 6 July 10am - 4.30pm Flourish House

A workshop day looking at different behavioural addictions and how to support those of faith who struggle with them. With reference to modern research we will look at the biology, psychology and sociology impacting both addiction formation and recovery. Consideration will also be given to the impact of shame and spirituality/faith, as well as the impacts on partners and family members of those addicted. Finally, the day will consider the role of faith in recovery and the journey of recovery as Christian discipleship. The day will be led by Peter Watts, a qualified therapeutic counsellor and Sally Walters, Counselling and Wellbeing Adviser and is open to clergy only.

Please register via the [Learning and Development Programme booking form](#).



2023 Celebration of Lay Ministries

Saturday 15 July St James Taunton

This year's celebration will take place at St James Taunton. At this annual event, we will celebrate the wonderful diversity of ministries that are exercised across the diocese and those who have done diocesan training. [Please check the Events and Training calendar](#) for further details which will be released in the Spring.

Churchwardens' Day

Saturday 29 July 9.30am - 3pm Flourish House

The first of two training days hosted by the Archdeacons to encourage and equip those in this pivotal role. There will be opportunity for discussion, question and answer sessions with representatives of key teams, and mutual support from fellow churchwardens across Bath and Wells. Refreshments and lunch will be provided.

To register for this event, [please complete the Churchwardens Day registration form here.](#)

Chaplaincy and the local church

Thursday 14 September 10am - 4pm Flourish House

The day will give opportunities to explore the theology and qualities of chaplaincy, and how chaplaincy can be developed within the context of the local church.

The questions and areas that we will explore will include: You may have an organisation in your parish which already has a chaplaincy. How do you already minister in partnership with the chaplaincy and how can this partnership develop and grow? There may be a specific community or organisation in the parish where you believe there is potential for chaplaincy. How can this be created and developed? There may be people in the parish who are exploring a calling to chaplaincy. How can you enable and support their journey of discernment?

Please register via the [Learning and Development Programme booking form.](#)

Refreshing our preaching: online workshop

Thursday 21 September 9.30am - 1pm via Zoom

A half day zoom open to all who hold the Bishops Licence to preach (clergy and Readers).

We gather for brief online worship before breaking into small group workshops led by experienced preachers. Topics are yet to be finalised but will include preaching from the Old Testament, preaching at a Civic Event, using narrative in preaching, preaching in an All Age setting, expositional preaching and preaching to those on the edge of our church, such as at pastoral offices. We shall share resources, ideas, concerns and story as we seek to refresh our approach to preaching. You will be able to attend three workshops of around 45 minutes each in the course of this session. As well as time between to share general resources.

Please register via the [Learning and Development Programme booking form.](#)

Churchwardens' Day

Saturday 23 September 9.30am - 3pm Flourish House

The second of two training days hosted by the Archdeacons to encourage and equip those in this pivotal role. There will be opportunity for discussion, question and answer sessions with representatives of key teams, and mutual support from fellow churchwardens across Bath and Wells. Refreshments and lunch will be provided.

To register for this event, [please complete Churchwardens Day registration form here.](#)

Financial planning during your ministry and beyond

Tuesday 26 September 9.30am - 1pm via Zoom

The aim of this useful virtual seminar is to help clergy (and their partners) at all stages of ministry to demystify financial matters, and to help plan for your financial future no matter how far you may be from retirement.

This useful seminar will be led by independent financial advisers from Ecclesiastical Financial Advisory Services and we will also be hearing from subject experts from The Church of England Pensions Board, clergy pension and housing teams.

The speakers will address various personal financial planning issues including the importance of planning ahead, saving and investing tips, buying property via a mortgage, what to expect from the clergy pension and church support for retirement housing (where required) and questions that, in their experience, most clergy face during their ministry and will encourage you to think about your financial futures and the importance of planning ahead.

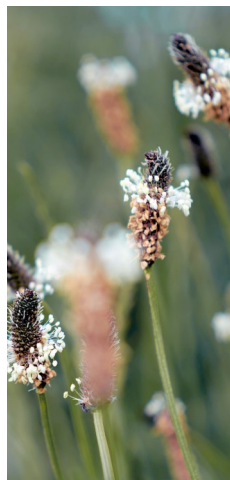
Please register via the [Learning and Development Programme booking form](#).

Rural Forum

Monday 2 October 10am - 4pm Bagley Baptist Church BS28 4TG

The 2023 Rural Forum will again return to Bagley Baptist Church, with our key-note speaker, Bishop Michael. The event is free of charge and open to all interested in serving their rural communities.

Further details and booking for this event will be released in early summer, [please check the events and training calendar for details](#).





2023 Annual Readers' Day

Saturday 7 October

The day starts with a morning of study and input from our guest speaker at Flourish House, Wells, followed by the Reader service at Wells Cathedral where all Readers reaffirm their commitment to serve God through their ministry as Readers. The Diocese then welcomes newly trained Readers and those transferring from other dioceses.

Further details and booking for this event will be released in early summer, [please check the events and training calendar for details.](#)

2023 Chaplaincy Gathering

Wednesday 18 October 9.30am - 4pm Rowbarton Methodist Church
Taunton TA2 6LA

A day for all chaplains and for all who are interested in chaplaincy. Spirituality and Holiness with Bishop John Pritchard and Bishop Michael Beasley, with opportunities for prayer, reflection, fellowship a wide range of workshops and resources.

Cost: £15 per person. [Further details for this event can be found on the website](#) . Please contact allie.white@bathwells.anglican.org to register your interest.

Making peace with conflict - Leaders' Day

Thursday 19 October 10am - 4pm Flourish House

Conflict is the natural consequence of our God-given diversity. Sometimes we can see it as an invitation for individual and

community growth. At other times, though, underlying anxieties, a loss of trust and broken relationships must be addressed before a positive way forward can be found.

In this workshop we will explore how conflict affects Christian communities, and how leaders can find creative responses to tensions within and beyond the church. Simon Keyes, the Diocesan Peacebuilding Adviser, will lead participants through a series of exercises and conversations about constructive approaches to understanding and responding to conflict. There will be a confidentiality agreement so that participants will be able to share issues of concern in their own situations if they wish.

This day is aimed specifically at clergy in leadership roles.

Please register via the [Learning and Development Programme booking form](#).

2023 Pre-advent retreat days

Tuesday 7, Wednesday 8 and Thursday 9 November

Please note the dates for the annual Archdeaconry pre advent retreat days, which will be held for all clergy across the diocese. Further details to follow later in the year.

Planning for net zero and Creation Care

Wednesday 8 November 10am - 4pm Flourish House

“Where are we now, where do we need to be and how to fill in the gaps.”

The second of two sessions from Sara Emmett, Climate Justice and Environment Adviser, covering:

- A review of what’s happening in our churches
- An honest look at the challenges ahead
- Utilising Ecochurch and other resources
- How to address planning and decision making in PCCs.

Please register via the [Learning and Development Programme booking form.](#)



Inclusion and diversity

Tuesday 21 November 10am - 4pm Flourish House

Sally Beazley, Inclusion and Diversity Adviser will lead a day looking at the challenges and opportunities around Inclusion and Diversity within the Church of England.

Please register via the [Learning and Development Programme booking form.](#)

Additional opportunities

Dwelling in the Word across Bath and Wells

Join online every third Monday of each month at 7.30pm to 8.15pm where we will be reflecting together on Romans 12.6-16a in a variety of contexts across the diocese, using the spiritual practice known as Dwelling in the Word. [Register here to receive the Zoom link.](#)

Seeking God's Way Together

Learn how to use Seeking God's Way Together (a form of spiritual discernment for making decisions). Seeking God's Way Together can be used by groups for any question to which you don't already know the answer. This three part course will introduce you to the practice and give you a chance to reflect on using it. Sessions are deliberately spaced to give participants a chance to try out the process in between.

The course will be led by Revd Canon Dr Nigel Rooms who is the leader of Partnership for Missional Church UK and part of Church Mission Society.

Each day offers the choice of afternoon and evening sessions, held online from 1.30-3pm and again from 7-8.30pm on 16 May, 28 June, 20 September. [Register here for this three part course.](#)

Pioneering Parishes - Starting out

For church leadership groups and clergy wanting tools to help their parishes become more pioneering, a series of four fortnightly webinars will be held online at 2-3.30pm on Tuesday 25 April, 9 and 23 May and 6 June.

Led by Revd Tina Hodgett of the Church Mission Society in partnership with the Diocese of Bath and Wells and Revd Alison Jackson, vicar of three village parishes in Hertfordshire.

[For more information about these webinars, and to book online, please use this Eventbrite link.](#)

Pioneering Parishes - Next steps

For church leadership groups, and clergy with an understanding of pioneering, seeking tools to help them grapple with the challenge of developing a pioneering culture and a mixed ecology of church. Led by Revd Greg Bakker of Portsmouth Diocese and Revd Jane Maycock interim minister for two rural parishes in the Diocese of Carlisle.

The four webinars will take place from 7.30-9pm on Tuesday 7, 14, 21 and 28 March. These webinars will also be repeated later in the year.

[For more information about these webinars, and to book online, please use this Eventbrite link.](#)

Rural Ministry Course

The Rural Ministry Course is designed for lay and ordained church leaders across the denominations entering a rural appointment, and those already in rural ministry who feel the need for a 'refresher'.

The two-day programme employs a variety of approaches including practical sessions, group work and workshops led by practitioners, and includes sessions on understanding rural contexts, mission and growth, leadership, farming and work with children and young people in the countryside.

Courses for 2023 run on 25-26 April and 17-18 October. For further information, [please visit the Arthur Rank Centre website.](#)

Church of England webinars

Free Digital Labs webinars from the national church, covering topics from digital communication for evangelism and discipleship. The current offer can be found here: www.churchofengland.org/digital-labs-webinars

The College of Preachers

The College of Preachers offer a number of in-person and online seminars which are worth exploring. Further details can be found on their website: www.collegeofpreachers.co.uk

On-going support for all

Safeguarding training

The Leadership pathway is required training for all clergy, Readers and many lay leaders. This pathway consists of Basic Awareness, Foundation, and Leadership Training. These should be completed in order and refreshed every 3 years to ensure you are up to date with any changes in policy and procedures.

Basic Awareness and Foundation training can be accessed via the Church of England's [Safeguarding Portal](#).

Leadership training can now be booked online via Eventbrite – this site allows you to manage your own booking. Pre and post-course work will be emailed to you as well as the adjoining workbook. All dates are available via the Diocesan website's [Event Calendar](#). New dates are added throughout the year so do check regularly.

You can also book by emailing training.safeguarding@bathwells.anglican.org, which is also the best contact for general training enquiries.

Key contacts at Bath and Wells

If you need to make contact with anyone at Bath and Wells, please refer to our [Key Contacts list which can be downloaded here](#) and also by visiting www.bathandwells.org.uk/contacts-list

On-going support for clergy

Reflective Practice Groups

Reflective practice groups provide a safe space for clergy to reflect upon their ministry in a structured way with colleagues. They run in many locations across the diocese and we start new ones as demand arises. Please contact training@bathwells.anglican.org for further information.

Mentors

A mentor to walk alongside in a new ministry can be of great benefit. We continue to develop and equip a network of mentors across the diocese. If you would value a mentor or feel you have the experience and gifts to act as a mentor please be in touch with ronnie.crossman@bathwells.anglican.org

On-going vocational conversations

While there is much that you may already be doing to help people to explore their calling, the Vocations team is always there to offer support via vocations@bathwells.anglican.org. Information on a range of ministries may be found on the website www.bathandwells.org.uk/ministry/exploring-ministries/ and we can also put you in touch with one of our Chaplains for Discerning Calling if a vocations conversation would be helpful.

Spiritual direction

If you are seeking a spiritual director, you can find details of whom to contact on the website www.bathandwells.org.uk/spiritual-direction or contact us for general questions about Spiritual Direction, SpiritualDirection@bathwells.anglican.org

Considering retirement?

We offer the opportunity for a residential conference for licensed clergy along with spouses, which focusses predominantly on the pastoral aspects of retiring and 'leaving well'. It is for clergy who are approximately five years away from retirement. For more information on any of the above, contact sophie.moore@bathwells.anglican.org

Counselling and Wellbeing

The Counselling and Wellbeing service is a professional, free service and is independent of church structures. Clergy, their spouses and children can all use the service. Counselling for couples and families is also available. More information can be found on the website www.bathandwells.org.uk/ministry/clergy/counselling-and-well-being/ or by contacting Sally Walters, Adviser in Counselling and Wellbeing sally.walters@bathwells.anglican.org

Extended Ministerial Development Leave

Extended Ministerial Development Leave (EMDL) or sabbatical is an opportunity once a decade to step back from ministry and have up to three months away combining elements of refreshment, study, retreat, relaxation and family. Contact Ronnie Crossman in the first instance ronnie.crossman@bathwells.anglican.org

External training and further study

For a contribution in funding an external CMD course, or to enquire about embarking on further study, please contact sophie.moore@bathwells.anglican.org

Family Max

Family Max is our outdoor activity based fun day for clergy families with children aged 0-11, with the aim of enjoying a range of fun activities together, and to meet other clergy families with similar aged children.

Date: Saturday 10 June 2023 at Mendip Activity Centre.

For more information and bookings [visit the Bath and Wells website](#).

Life to the Max

Life to the Max, our outdoor activity based residential weekend for clergy children aged 11-17 (school years 7-13) in the Dioceses of Bath and Wells, and Bristol. A weekend for young people from clergy families to enjoy a range of fun outdoor activities, whilst meeting other young people who live in a similar context to them.

Dates: 15 - 17 September 2023 at Mendip Activity Centre.

For more information and bookings [visit the Bath and Wells website](#).

If you have any questions, please contact

felicity.cobley@bathwells.anglican.org

At a glance:

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Thurs 27 Apr	Insurance matters
Thurs 4 May	Nature connectedness
Sat 20 May	National Anglican Fresh Expressions and Pioneering Network Conference
Mon 12 June	Clergy Day
Mon 19 June	Embracing oversight
Tues 20 June	Social justice
Thurs 6 July	Behavioural addictions and support for those struggling
Sat 15 July	Celebration of Lay Ministries
Sat 29 July	Churchwardens' Day
Thurs 14 Sept	Chaplaincy and the local church
Thurs 21 Sept	Refreshing preaching
Sat 23 Sept	Churchwardens' Day
Tues 26 Sept	Financial planning for clergy
Mon 2 Oct	Rural Forum
Sat 7 Oct	Annual Readers' Day
Weds 18 Oct	Chaplaincy Gathering
Thurs 19 Oct	Making peace with conflict
Tues 7-9 Nov	Pre-advent clergy retreats
Weds 8 Nov	Planning for net zero and Creation Care
Tues 21 Nov	Inclusion and diversity